

Message Text

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FM AMEMBASSY BANGKOK

TO SECSTATE WASHDC 0360

C O N F I D E N T I A L BANGKOK 1985

E.O. 11652: GDS

TAGS: AFSP, ELAB, TH

SUBJ: LOCAL EMPLOYEE WAGES AND FRINGE BENEFITS

REF: STATE 249061

1. ACCORDANCE REFTTEL, EMBASSY HAS ON FILE SIGNATURES OF PARTICIPATING AGENCY REPRESENTATIVES EVIDENCING THEIR CONCURRENCE IN SUPPLEMENTARY WAGE INCREASE EFFECTIVE DECEMBER 20.

2. FINAL APPROVAL OF RECENTLY COMPLETED WAGE SURVEY WILL NOT BE RECEIVED FROM CINCPAC UNTIL LATER THIS WEEK. HOWEVER, SINCE SURVEY WILL RESULT IN SIZEABLE INCREASE LOCAL SALARY COSTS FOR ALL AGENCIES, THIS FYI MESSAGE BEING SENT SO AGENCIES CAN BE INFORMED APPROXIMATE COSTS OF NEW WAGE SCHEDULE WHICH WILL PROBABLY BE ANNOUNCED FEBRUARY 8 AND IMPLEMENTED FEBRUARY 10. IT SHOULD BE NOTED CINCPAC MAY MAKE SOME ADJUSTMENTS IN PROPOSED WAGE PLAN, ALTHOUGH ADJUSTMENTS, IF ANY, ARE EXPECTED TO BE MINOR.

3. EFFECTIVE FEBRUARY 10 BANGKOK WHITE COLLAR EMPLOYEE WAGE RATES WILL, IN ALMOST ALL INSTANCES, BE APPROXIMATELY 20 PERCENT HIGHER THAN COMPARABLE RATES IMMEDIATELY PRIOR TO DECEMBER 20. FOR BANGKOK BLUE COLLAR EMPLOYEES, PERCENTAGE OF INCREASE WILL VARY BETWEEN 33 PERCENT AND 42 PERCENT, WITH AVERAGE FOR MOST AGENCIES APPROXIMATELY 40 PERCENT. BLUE COLLAR EMPLOYEES WORKING OUTSIDE BANGKOK ARE UNDER SEPARATE SCHEDULES, BUT EXCEPT FOR DOD, VARIANCE BETWEEN BANGKOK SCHEDULES AND THE "UP-COUNTRY" SCHEDULES ARE NOT SIGNIFICANT IN TERMS OF FUNDING REQUIREMENTS.

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4. PER ANNUM US DOLLAR COST OF DECEMBER 20, 1973 PLUS FEBRUARY 10, 1974 WAGE INCREASES WILL BE APPROXIMATELY AS FOLLOWS BY AGENCY:

EMBASSY	\$105,000	
USIS	72,000	
VOA/BRS	25,000	
VOA/BUR	1,200	
FADPC (DIRECTHIRE ONLY)		700
AGRICULTURE	2,700	
DEA	1,100	
DAO	5,100	
PC (DIRECT HIRE & CONTRACT)		10,400
FBIS	28,000	

5. WAGE AND FRINGE BENEFIT PACKAGE SUBMITTED TO CINCPAC ALSO INCLUDED PROVIDENT FUND (TO WHICH ONLY USG CONTRIBUTES). PROVIDENT FUND WILL LEAD TO INCREASED BENEFIT FOR EMPLOYEES RETIRING OR BEING RIF'D. RETIRING OR TERMINATED EMPLOYEES WILL BE PAID 2.5 PERCENT TIMES FINAL SALARY TIMES YEARS OF SERVICE FOR EMPLOYMENT PRIOR TO FEBRUARY 10, 1974 PLUS 5 PERCENT TIMES FINAL SALARY TIMES YEARS OF SERVICE FOR PERIODS OF EMPLOYMENT AFTER FEBRUARY 10, 1974. EMPLOYEE RETIRING OR TERMINATED ON FEBRUARY 10, 1974 WOULD RECEIVE FOLLOWING NUMBER OF WEEK OF TERMINATION PAY, (I.E., 4.33 WEEKS OF SEVERANCE PAY IF EMPLOYED FOR OVER 180 DAYS, PLUS A PROVIDENT FUND PAYMENT IN ACCORDANCE WITH THE ABOVE NOTED FORMULA:

YEARS OF SERVICE	WEEKS OF PAY
1	5.89
2	9.01
4	15.25
8	16.81
16	29.29

6. SHIFT DIFFERENTIAL, MILITARY RESERVE LEAVE, BONUS PLANS, TRANSPORTATION ALLOWANCE, OVERTIME RATES, AND WORK WEEK, WERE ALSO EXAMINED DURING SURVEY. SURVEY DID NOT SUPPORT INCREASED BENEFITS IN ANY OF THESE AREAS.

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7. USOM AND DOD AGENCIES (OTHER THAN DAO) HAVE REPORTED, OR WILL, REPORT, SEPARATELY THEIR INCREASED COSTS UNDER NEW WAGE SCHEDULES.

8. INCREASE/DECREASE STATEMENTS WILL BE SUBMITTED NEXT WEEK REFLECTING TOTAL COSTS THIS FISCAL YEAR OF DECEMBER 20 PLUS FEBRUARY 10 SALARY INCREASES.
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